



State of Nebraska

NEBRASKA EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF DECEMBER 18, 2015

Commissioner Yates called the meeting to order in Lincoln, Nebraska at 9:07 a.m. on December 18, 2015. It was established after a roll call that there was a quorum.

I. ROLL CALL

Commissioners Present

Kristin Yates, Chairperson
Rita Griess
Janet Palmtag

Eric Drumheller, Vice Chairperson
Michael Carpenter
Royce Jeffries

Staff Present

Barbara Albers, Executive Director
Paula Gardner, Unit Director
Shelley Foss, Investigator III

Gretchen Eure, Unit Director
Cat Souliere, Staff Assistant

II. AFFIDAVIT OF PUBLICATION

The Affidavit of Service from the Lincoln Journal Star was read to show that the public was made aware of the December 18, 2015 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Carpenter moved to approve the November 20, 2015 Commission meeting minutes.

Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Carpenter, Yates, Drumheller, Griess, Jeffries
 Nayes:
 Abstained: Palmtag
 Motion Carried

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IV. ADDITIONS OR CORRECTIONS

Under Section VII. CASE DISPOSITIONS, please remove NEB 1/15/16-7-47020 and NEB 2-14/15-6-3170-H.

Under Section VIII. SUCCESSFUL AGREEMENTS, please add NEB 1-14/15-6-46972 and NEB 2-15/16-9-47085.

Under Section IX. ADMINISTRATIVE ACTIONS, B. COMPLAINANT FILING IN COURT, please add NEB 2-14/15-5-45686.

Under XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING, please add NEB 1-14/15-2-45584.

V. PUBLIC INPUT (Non Case)

Limit of 5 minutes per person for a total of a 30 minute session.

None at this meeting.

VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases wherein a party to the case was present were moved to the front of the agenda under Section VII. CASE DISPOSITIONS.

VII. CASE DISPOSITIONS

NEB 1-14/15-3-45815 ((Respondent was present.)

Commissioner Palmtag moved for no reasonable cause.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Carpenter, Palmtag, Yates, Drumheller, Griess, Jeffries
 Naves:
 Abstained:
 Motion Carried

NEB 2-14/15-5-45687 (Complainant and Respondent were present.)
Commissioner Palmtag moved for no reasonable cause.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Palmtag, Yates, Drumheller, Griess, Jeffries
 Naves: Carpenter
 Abstained:
 Motion Carried

NEB 2-14/15-3-45631 ((Respondent was present.)
Commissioner Drumheller moved for no reasonable cause.
Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Carpenter, Palmtag, Yates, Drumheller, Griess, Jeffries
 Naves:
 Abstained:
 Motion Carried

NEB 2-15/16-7-45746 (Respondent was present.)
Commissioner Carpenter moved for no reasonable cause.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Carpenter, Palmtag, Yates, Drumheller, Griess, Jeffries
 Naves:
 Abstained:
 Motion Carried

NEB 2-14/15-6-45707 (Complainant and Respondent were present.)
Commissioner Carpenter moved for no reasonable cause.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Carpenter, Palmtag, Yates, Drumheller, Griess, Jeffries
 Naves:
 Abstained:
 Motion Carried

NEB 2-15/16-10-3206-H (Respondent was present.)
Commissioner Griess moved for no reasonable cause.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Carpenter, Palmtag, Yates, Drumheller, Griess, Jeffries
 Naves:
 Abstained:
 Motion Carried

IX. ADMINISTRATIVE ACTIONS
A. COMPLAINANT FILING IN COURT

NEB 2-14/15-5-45686

Commissioner Yates moved to administratively close the above cases based on Complainant filing in court.

Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Carpenter, Yates, Drumheller, Griess, Jeffries
 Naves:
 Abstained: Palmtag
 Motion Carried

The Commission took a short break.

VII. CASE DISPOSITIONS

NEB 1-15/16-7-47024
NEB 3-14/15-4-45862
NEB 1-14/15-3-45830
NEB 2-14/15-6-45710
NEB 2-14/15-9-45086
NEB 1-14/15-4-45875
NEB 2-14/15-6-45722
NEB 2-15/16-7-45734
NEB 2-14/15-6-3173-PA
NEB 2-14/15-4-3142-PA
NEB 2-14/15-5-3162-PA
NEB 2-14/15-6-3167-PA
NEB 1-14/15-6-45951
NEB 3-14/15-4-45860
NEB 3-14/15-5-45916
NEB 2-14/15-5-45684
NEB 2-14/15-6-45730
NEB 2-15/16-9-3191-H
NEB 2-15/16-9-3196-H

Commissioner Yates moved for no reasonable cause on the above cases.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Carpenter, Palmtag, Yates, Drumheller, Griess, Jeffries
 Naves:
 Abstained:
 Motion Carried

VIII. SUCCESSFUL AGREEMENTS

NEB 2-15/16-8-3189-PA
NEB 2-15/16-7-3178-PA
NEB 1-14/15-5-45933
NEB 1-14/15-6-46972
NEB 2-15/16-9-47085

Commissioner Yates moved to adopt the agreements.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Carpenter, Palmtag, Yates, Drumheller, Griess, Jeffries
 Naves:
 Abstained:
 Motion Carried

IX. ADMINISTRATIVE ACTIONS

B. WITHDRAWALS

NEB 1-14/15-7-47201

Commissioner Yates moved to administratively close the above cases based on withdrawal by Complainant.
Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Carpenter, Palmtag, Yates, Drumheller, Griess, Jeffries
 Naves:
 Abstained:
 Motion Carried

C. COMPLAINANT FILING IN COURT

NEB 2-14/15-5-45686

Commissioner Yates moved to administratively close the above cases based on Complainant filing in court.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Carpenter, Palmtag, Yates, Drumheller, Griess, Jeffries
 Naves:
 Abstained:
 Motion Carried

D. EEOC

NEB 2-14/15-6-45706
NEB 2-14/15-2-45477
NEB 3-14/15-3-45569
NEB 1-14/15-11-45373
NEB 1-14/15-6-46979

Commissioner Yates moved to adopt the findings of the EEOC.
Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Carpenter, Palmtag, Yates, Drumheller, Griess, Jeffries
 Nays:
 Abstained:
 Motion Carried

X. CONCILIATION

None at this time.

XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

NEB 1-14/15-2-45584

Commissioner Carpenter moved to send this case to public hearing.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Carpenter, Palmtag, Yates, Drumheller, Griess, Jeffries
 Nays:
 Abstained:
 Motion Carried

XII. PUBLIC HEARING

None at this time.

XIII. CIVIL ACTION

None at this time.

XIV. BUSINESS

1. New Hearing Officer

Director Albers informed the Commission that the agency has a new Hearing Officer.

2. PSA's

Director Albers told the Commission that the agency will be contracting with NET to do some public service announcements on public television.

3. Website

Director Albers said that the agency contacted the Office of the Chief Information Officer to redesign the agency website. The OCIO staff had several good ideas at the first meeting and promised a proposal for the agency to review.

4. Election of Chair and Vice Chair

Commissioner Jeffries

Commissioner Jeffries nominated Commissioner Drumheller as Chair.
Commissioner Carpenter seconded the nomination.

ROLL CALL: Ayes: Carpenter, Palmtag, Yates, Drumheller, Griess, Jeffries
 Nayes:
 Abstained:
 Motion Carried

Commissioner Palmtag nominated Commissioner Griess as Vice Chair.
Commissioner Yates seconded the nomination.

ROLL CALL: Ayes: Carpenter, Palmtag, Yates, Drumheller, Griess, Jeffries
 Nayes:
 Abstained:
 Motion Carried

5. Meeting Date for January 2016 Commission Meeting

Director Albers shared that the date of the Commission Meeting needed to be moved to January 22, 2016.

The Commission discussed what they will need to do for the process of hiring a new Executive Director.

6. Previous Month's Budget Reports

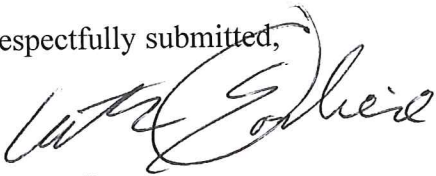
Commissioner Carpenter moved to approve and accept the previous month's budget reports.
Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Carpenter, Palmtag, Yates, Drumheller, Griess, Jeffries
 Nayes:
 Abstained:
 Motion Carried

XV. ADJOURNMENT

Commissioner Yates declared the December 18, 2015 Commission meeting ended at 11:37 a.m.

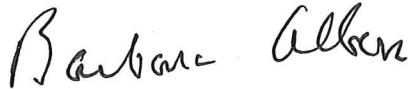
Respectfully submitted,



Cat Souliere
Staff Assistant

December 18, 2015

Date



Barbara Albers
Executive Director

12-22-15

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of December 18, 2015 have been corrected and accepted, and henceforth approved on this date.

1-22-16

Chairperson



Date